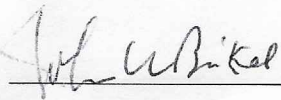


ANSWER 3: First Amendment, Title VII of the Civil Rights Act of 1964 (Title VII), Texas Labor Code (Chapter 21), Texas Government Code (Chapter 614).

ANSWER 4: First Amendment, Title VII of the Civil Rights Act of 1964 (Title VII), Civil Rights Act of 1991 - Title I: Federal Civil Rights Remedies, Texas Labor Code (Chapter 21), Whistleblower Protection Act (WPA), The Texas Whistleblower Act.

Respectfully submitted,



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